



## COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

August 18, 2006

To: Each Supervisor

From: Michael J. Henry  
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of August 17, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

### **DISCIPLINE**

Overall, since January 2004, 481 disciplinary actions have been taken against KDMC employees. Of this number, 246 actions have been discharges or resignations. A total of 57 disciplinary actions have been taken against physicians and 40 physicians have been discharged or have resigned.

Since our last report, nine cases have been closed and seven additional cases have been opened. As a result, KDMC's open caseload is currently 47 (detailed summary information is contained in Attachments I and II).

One of the new cases involves a physician and two of the new cases involve nurses. The physician case relates to alleged unauthorized absences. One of the nursing cases is related to alleged failure to follow instructions and substandard performance. The other nursing case also involves alleged failure to follow instructions.

### **RECRUITMENTS**

Nine new nursing employees are scheduled to start and one current nursing employee is scheduled to be promoted effective Monday, August 21, 2006. The new employees hired

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include one Staff Nurse (for the Medical/Surgical Unit) and eight Nursing Attendant I's (three for the Emergency Room, two for the Telemetry Unit, and one each for the Intensive Care Unit, the Department of Psychiatry and the Psychiatric Emergency Room). The promotion involves a Staff Nurse assigned to the Clinical Assistance Team (CAT) who is being promoted to Supervising Staff Nurse I.

If you have any questions, please call me.

MJH:STS  
SBH:tb

#### Attachments

c: David E. Janssen  
Bruce Chernof, M.D.  
Ray Fortner  
Sachi Hamai  
John R. Cochran III  
Antionette Smith Epps

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**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

**Period: 01/26/04 - 08/17/06**

**Dated: 8/17/2006**

Closed Cases -	896
Open Cases -	47
Referred Cases -	13
Grand Total =	956

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b><u>Formal discipline:</u></b>						
Discharges	10	4	31	0	33	78
Discharges of Probationers	0	6	8	1	13	28
Suspensions (6 - 30 Days)	4	12	48	5	37	106
Suspensions (1 - 5 Days)	11	10	23	2	22	68
Reprimands	7	2	24	2	14	49
Warnings	1	2	1	3	5	12
<b>Resignations in Lieu of Administrative Action</b>	20	9	31	6	11	77
<b>Release of Temporary Employee</b>	14	1	38	0	9	62
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	<b>67</b>	<b>46</b>	<b>204</b>	<b>19</b>	<b>145</b>	<b>481</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	23	10	41	43	32	149
<b>Total Actions Taken</b>	<b>90</b>	<b>56</b>	<b>245</b>	<b>62</b>	<b>177</b>	<b>630</b>

<sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners

<sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.

<sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

<sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 08/17/06

Dated: 8/17/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b><u>Formal discipline:</u></b>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
<b>Resignations in Lieu of Administrative Action</b>	18	1	1	20
<b>Release of Temporary Employee</b>	14	0	0	14
<b>Medical Release</b>	0	0	0	0
<b>Subtotal</b>	<b>57</b>	<b>9</b>	<b>1</b>	<b>67</b>

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b>Non-Disciplinary Corrective Actions</b>	21	1	1	23
<b>Total Actions Taken</b>	<b>78</b>	<b>10</b>	<b>2</b>	<b>90</b>